



PSN ENGINEERING COLLEGE

AN ISO 9001 : 2015 CERTIFIED INSTITUTION
(Approved by AICTE and Affiliated to Anna University)

Recognized by 'UGC' under section 2(f)
Accredited by NAAC with 'A' Grade

Melathediyoor, Tirunelveli District, Pin - 627 152.



E-mail : principalpsnec@gmail.com
989psnec@gmail.com

Website : www.psnec.ac.in

☎ : 04634 - 279079, 94425 91131
Fax : 04634 - 279078, 279681

6.3.1 The institution has effective welfare measures for teaching and non – teaching staff

PRINCIPLES OF WELFARE ADMINISTRATION

Welfare measures are something that is provided to faculty in addition to regular wages and other economic benefits under legal provisions and collective bargaining. PSN Engineering College faculty welfare is to improve the working class which in turn makes a good faculty member and a happy citizen. PSN Engineering College principles of faculty welfare include principle of social responsibility, principle of democratic values, principle of shared responsibility and the principle of university of welfare. The faculty welfare measures are classified as statutory facilities, voluntary facilities, and mutual facilities. Our college provides drinking water, rest rooms, maternity leave for female staff, first-aid appliances, centralised Xerox and canteen under statutory facilities, education benefits, sports facilities, free transport in campus, free health check up, wifi campus for staffs under voluntary facilities, and provision of loans under mutual facilities.

SCHEMES OF FACULTY WELFARE MEASURES

PSN Engineering college faculty welfare schemes also include any action addressed to the well-being and staff enhancement given beyond and in addition to standard pay. Faculty welfare measures must not be expressed only in monetary terms, but must also include non-monetary benefits. Some of our college welfare schemes are free accommodation and boarding, Health care assistance, financial support. The some of the benefits of faculty welfare schemes are improved faculty relations, increase in the professionalism and income, High moral, creation of permanent relation, high improvement in mental and moral health and social benefits.

OBJECTIVE OF WELFARE MEASURES

The some of the objectives of welfare measures are providing motivation, retaining faculty, increase productivity, creating goodwill, creates strong faculty members-organization bond. Faculty members working in the organization are precious assets, who need to be motivated from time to time. PSN Engineering College value our faculty members talented and experienced. Our college provides various facilities to their faculty members. Motivation of our faculty members always serves better productivity to the organization, which enhances our college as well his personal career growth day by day.



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College tries to create and maintain their goodwill in the market full of completion by providing relevant faculty benefits to their faculty members. Providing faculty welfare benefits acts as a give and take relationship amongst the faculty member and the faculty in our college.

FINANCIAL WELFARE MEASURE

Financial welfare is the level of prosperity and standard of living of either an individual or a group of persons. PSN Engineering College to utility gained through the achievement of material goods and service to faculty member. Advantages of financial welfares in our college are, Provide a sense of safety with financial well-being FDP, conference, seminar registration fees will be provided by PSN Engineering College to the faculty member Ensures work environment supports physical well being Recognize and motivates social well-being at work. On-duty (OD) & financial support provided for PhD Research Faculty members. Paternal & Maternity loan provided for faculty members.

PRINCIPAL

Dr. M.S. RAVIKUMAR
Principal
PSN ENGINEERING COLLEGE
Melathediyoor, Palayamkot
Tirunelveli - 627 152



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Sl.No	Nature of welfare measure	Name& Designation of the staff availed
1	Bus travel at free of cost	For all eligible Staff
2	Free Accommodation	Mr.S.Mohan raj, Administrative officer
3	Free Accommodation and food for Faculty Staying in the Hostel	Dr.Deva rajan.M Professor / S&H
		Ms.M.Anitha Assistant Professor / CSE
		Ms.S.Parvathi Assistant Professor / Mech & Auto
		Ms.P.Uma Devi Assistant Professor / ECE
		Ms.M.Muthu Lakshmi Assistant Professor / IT
		Mr.K.Manoj Kumar Assistant Professor / Mech
		Mr.A.Thivagar Assistant Professor / Mech
		Mr.C.Selva Kumar Assistant Professor / Mech
	Ms.J.Udaya Jebisha Assistant Professor / Civil	
4	Maternity Leave	For all eligible Faculty
5	Special Leave	For all eligible Faculty
6	National and International conferences, Workshops and Faculty Development(Incentives/Registration Fees)	For all eligible Faculty
7	Faculty for higher studies (Support for Higher studies)	Dr.T.Livingston HoD / MECH



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		Mrs.A.Thangapoo HoD / MBA
		Mrs.R.Hepsiba Beula Assistant Professor / MBA
		Mr.A.Mahesh Raja Assistant Professor / MECH
		Mr.S.Asai Kani Assistant Professor / MECH
8	Seed money for research Work	Dr.M.S.Ravi kumar
9	The college canteen provides subsidized food for staff members	All Staff
10	Staff tour arranged every year by the Institutional financial support	All Staff
11	The management provides EPF contribution to their staff	Yes
12	The management provides the mobile charges for the closed user group(CUG)	Yes
13	For emergency medical care of the staff members an Ambulance is stationed at campus	All Staff
14	Sports and recreational facilities are available	All Staff
15	Incentives to facilities for publication of paper in journals and books publication	For all eligible Staff
16	Group Insurance Scheme	All Staff
17	Medical Leave are offered to staff members in case of emergency situations	For all eligible Staff
18	On duty leaves are provides to participate in PhD, workshop, seminar, conference etc	For all eligible Staff
19	On duty leaves are provided for exam related activities	For all eligible Staff

PRINCIPAL

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